



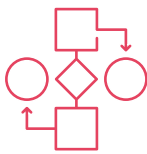
# Team Effectiveness

Build collaborative,  
purpose-driven teams to  
deliver better results

# High-Impact Results

---

Our experts help strengthen team collaboration and create:



An aligned shared agenda



Clearly defined roles and responsibilities



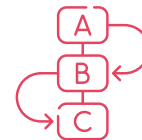
A team climate of heightened trust and healthy conflict



Mobilization of performance throughout the organization



Solid alignment with the leader's agenda



Decision-making transparency



Maximized use of time and talent by leveraging strengths and mitigating derailing behaviors

# Our Model

Our Senior Team Effectiveness Model focuses on the four critical dimensions of teamwork—the what, the how, the who, and the why.

## What?

- Strategy
- Shared agenda
- Design/membership
- Alignment on goals
- Roles and responsibilities



The Work of the Team

## How?

- Processes, e.g. decision making
- Team cadence and norms
- Feedback
- Energy management, e.g. physical, mental, social, and emotional
- Resilience



Team Processes

## Who?

- Personality styles
- Cognitive styles
- Behavioral patterns
- Shaping the culture
- Psychological makeup



Team Dynamics

## Why?

- Intention
- Cause
- Beliefs and values
- Contribution to and impact on customers and the community
- Philosophical heartbeat



Team Purpose

“



RHR was very effective at getting the senior team to open up to one another. I believe the offsite has led us to more open dialogue and sharing of ideas. I think we are better aligned and openly discuss strategy more often.

”

# Research Studies

---

Explore the outstanding results that we've achieved alongside our clients by clicking on the case studies below.



## What Great Senior Teams Do

Most discussions about executive team effectiveness typically focus on the ideal mix of personal characteristics or “stages” of team development that need to be accomplished before the team can be classed as high performing.

[Read more](#) →



## How to Improve Bottom-Line Results by Developing Superior Executive Teams

In 2016, RHR International—in conjunction with the NYSE Governance Services—conducted a study to survey board directors and explore their renewal practices in more depth.

[Read more](#) →



“

RHR did a fantastic job being flexible with the virtual meeting that we needed to hold in place of an in-person session due to the COVID-19. They set a high bar for virtual meetings from here on out!



”

# Why Work with RHR?

---

Leveraging 75+ years of experience and the latest research in behavioral psychology, we empower teams to perform to their maximum ability. Our approach focuses on total and sustained performance of the team—challenging them to be the best they can be within the scope of the four dimensions: what, how, who, and why.

RHR's data-driven approach, utilizing an extensive database of top-team qualitative and quantitative data, enables us to benchmark your team on all the critical components

of senior team effectiveness. Our comprehensive diagnostic and assessment tool offers unique insights and opportunities for successful team growth.

Our research on senior teams, such as *How the Most Successful Teams Bridge the Strategy-Execution Gap* and *The Best Senior Teams Thrive on Disagreement*, has been published in leading industry publications.

Reach out to us today to discuss what we can do for you. →





We shape leaders,  
leaders shape **the world.**

